

TEAMSTER

SERVING 101,000 NORTHERN CALIFORNIA TEAMSTERS AND THEIR FAMILIES

Vol. XVIII—Northern California, December, 1972

151

No. 12

Bakery Strike Progress

The bakery strike by 13 Teamster locals in Northern California and one Local in Nevada continues.

Head negotiator Wendell Phillips of Local 484 reports that meetings are scheduled with management at press time.

The strike began on November 5, five days after the contract expired. At issue were change of terms in the contract with Continental Bakeries, which was recently acquired by International Telegraph and Telephone (ITT).

ITT, which has become the largest baker in the country and produces Wonder bread and Hostess cakes, has caused and inflamed the conflict with their heavy-handed use of conglomerate power.

Immediately after the strike began, Kilpatrick and its parent company, Campbell Taggart, shut down their bakeries and subsidiaries in Oakland, Sacramento, Chico, Modesto and Fresno. Kilpatrick took the action in accordance to a lock-out pact they have with ITT-Continental.

A week after the Teamsters walked off the job, 8000 members of the Bakers and Confectioners Union struck ITT bakeries up and down the West Coast and the East Coast.

Settlement has been reported in the negotiations of this strike.

Art Hardy Dies

STOCKTON—Art Hardy, Secretary-Treasurer of Local 439 died suddenly. The news received as the paper went to press gave no details but it is known that he had been admitted to the hospital a few days previous and was under intensive care.

Hardy was a key figure in the valley Joint Council 38.

Message For Teamsters In Northern California

In the closing days of this eventful year, let us hope that an end will finally come to the frightful war that has tortured our nation for over a decade.

It would be only fitting that a peace treaty be signed in the season that celebrates the birth of Christ, who sacrificed his very life so that men may live and work in a world of peace and good will.

But, however near peace may be in Viet Nam, the struggle of Union men and women for a decent world will continue.

The major threat to our effectiveness, indeed to our very existence, comes from the growth of massive conglomerates.

Their attacks have been steadily increasing, and they're sure to double and treble in coming years.

We, as Teamsters, will be equal to these and all other threats, as we have been in the past.

For fifty years I have seen Teamsters make phenomenal progress against overwhelming odds in improving wages, conditions, fringe benefits, and life in general.

It is only through struggle and unity that we've come this far. It is only through struggle and unity that we'll go farther.

During my tenure as International Vice President, President of the Joint Council, and president of the California Teamsters Legislative Council, it has been my privilege to have been intimately involved in all developments of the Teamsters.

And we have gone through some bad times. Internationally, we were subjected to the vicious attacks of the McClelland Committee that resulted in the expulsion of the Teamsters from the AFL-CIO.

Insult and injury were compounded further by the unfair imprisonment of General President Hoffa.

On the state level, there were numerous attempts to weaken or destroy Unionism, and particularly the Teamsters, who are always in the forefront of the struggle. Among the strongest attacks were the attempted passage of "right-to-work" laws and Proposition 22.

Yet, no matter how many and how strong the attacks were, the Teamsters and the Joint Council weathered them, and indeed have grown stronger through unity of purpose.

We've had our share of internal disagreements, but in the best Teamster tradition, we have always shown a united front, at the international, statewide and local level.

As long as this kind of unity continues, the Teamsters will contribute considerably not only to their own betterment, but to strengthening the tradition of universal brotherhood, peace on earth and good will to men, until this Christmas ideal becomes the permanent way of things.

May each and every Teamster and his family enjoy these blessed holidays in the true tradition of Christmas.

Faternally,

Joseph J. Diviny

Local 150 Safeway Contract

SACRAMENTO — Members of Local 150, employed in the distribution centers of Safeway and United, returned to work with a satisfactory contract after a Thanksgiving holiday strike.

Grievance procedure, reported Local 150 Secretary John Fitzsimmonds, was the key issue. New contract terms eliminate the haphazard and delaying tactics in settling grievances of the past.

There were 20 different improvements in contract language, he said, including wages that conform with the wage board.

But the emphasis was grievances. The contract provides that grievance decisions must be made within 23 days by a working committee composed of two members from each department. The committee will work with the company to settle grievances as they occur.

In the past members could get no satisfaction if they had a grievance. There was stalling on the Company's part, deadlocked committees, and forced arbitration of minor beefs.

As Fitzsimmonds pointed out, many of the problems were originated and escalated by the lower echelon of authority. The new grievance procedure will correct those conflicts.

Fitzsimmonds gave full credit to Business Agent Reggie Lechuga and members Norris Shates and Ernie Postaris from Safeway and Bob Mason and Mike Sandeval from United for their committee work in negotiations.

International Vice President George Mock was also a big factor in the final settlement, Fitzsimmonds said.

State Cannery Council Re-elects Incumbents

SACRAMENTO — Delegates to the California State Council of Cannery Workers re-elected Mike Elorduy to his fourth term as Secretary-Treasurer of the Council.

The Council, which represents 15 Teamster-affiliated Local Unions in Northern California, also returned to office President Freddy Sanchez,

Vice President George Moffitt, Recording Secretary Alex Luscutoff and Trustees Roy Ross, Dave Castro and Joseph J. LaBarbera.

Elorduy was first elected to the key Council post in 1960. His former job was Secretary-Treasurer of Local 857.

In addition to his Council activi-

ties he is a commissioner of the Sacramento-Yolo Port District, a position he has held for the past 16 years. He is a commissioner of the Division of Industrial Welfare Commission, and a member of the California Labor Management Advisory Council, Department of Human Resources.

Joint Council 7 Meeting

The January meeting of Joint Council 7 will be held at 1269 Howard Street, San Francisco, Tuesday, January 2.

SEASON'S GREETINGS

Conference Scholarships

Sons and daughters of Teamsters in the western United States and Canada have another opportunity to compete for scholarships carrying financial assistance that will enable them to obtain a college education.

For the eighth consecutive year scholarships having values up to \$2,000 each will be awarded next May to the children of Teamsters whose academic records are judged by a committee of educators to be outstanding. In most instances the awards will provide financial assistance for a four-year college course. A total of 114 students have shared in nearly \$125,000 in awards since the scholarships were inaugurated.

To be eligible a student must be a senior in high school and a dependent child of a member of a Local union affiliated with the Western Conference of Teamsters. The member must be in good standing in his Local union both at the time his or her son or daughter files the application and at the time the award is granted next May.

Also eligible are active members who are under 25 years of age, graduate of a high school and in good standing with their respective unions. Moreover, youngsters who entered the Armed Services immediately after graduating from high school are eligible providing they or their parent/guardian is a member in good standing of a Teamster union and the applicant is under 25 years of age.

All applications must be received by the WCOT Scholarship Committee on or before next Feb. 15th, and a transcript of the individual's academic and activities record along with results of his Scholastic Aptitude Test must be in the hands of the Committee by March 31st. Failure of the Committee to receive such documents by the designated dates will nullify an application.

Application forms may be obtained at the offices of Teamster unions or from the WCOT Scholarship Committee, 1870 Ogden Drive, Burlingame, Cal. 94010. Before an application is sent to the Scholarship Committee it must be submitted to the Local union to which the parent/guardian belongs for certification of the member's good standing.

Among the scholarships for which students may apply are:

Four awards, each with a total value of \$2,000 for four years of study, offered by the Western Conference of Teamsters.

One scholarship, with a total value of \$1,000, sponsored by Joint Council 37 in Oregon, and open only to a dependent of a member of a union affiliated with that Joint Council.

One scholarship, with a total value of \$1,000, financed by the Western Food Processing Division and open only to a dependent of a member of a union affiliated with that Trade Division.

One scholarship, with a total value of \$1,000, sponsored by the Western Warehouse, Industrial, Aerospace and Allied Clerical Workers Council and open to a member of a union affiliated with that Trade Division.

One scholarship, with a total value of \$1,000, sponsored by Local 588 in Oakland and open only to sons and daughters of a member of that Local union.



CONTRA COSTA—One hundred years as Teamsters is the total for the three members of Local 315 who have decided to retire. Local 315 Business Representative Bob Newkirk (first left) and Local 315 President (right end) congratulate Tony Cerruti, Earl Brennan and Frank Herring upon their retirement from Airco Industrial Gases Co. Local 315 Secretary Loren Thompson reported that Tony has trained every driver at Airco in the unloading of liquefied gas for the last forty-five years.

Local 216 Members

(Correction)

SAN FRANCISCO—In the last issue it was reported that Local 216 re-elected its executive board by acclamation but Vice President Herb Kneer's name was omitted in the report. Herb was also re-elected and we apologize for the omission.

Local 265

(Retired)

Members' Notice

If you have not received a letter from the Local regarding the \$850 death benefit, please contact the Local Union office immediately.

Phone 626-1356 or come to the office at 1269 Howard St.

Fraternally,
Jim Strachen,
Secretary-Treasurer

Notice Local 78 Members

Nomination and Election of Officers

Nomination Date . . .
December 26 at 8 P.M.

For President
Vice President
Recording Secretary
Secretary-Treasurer and
3 Trustees

Place . . .
8055 Collins Drive, Oakland
Election . . . January 22, 1973
(Polls Open 7 A.M. to 7 P.M.)

Fraternally,
BILL YORK,
Secretary-Treasurer

Notice Local 856 Members

NOMINATION AND ELECTION OF OFFICERS

Nominations for:

President
Vice President
Secretary-Treasurer
Recording Secretary
Three Trustees

Nomination date:

Tuesday, Dec. 26, (regular membership meeting)

Place:

Del Webb TownHouse
8th and Market Streets
San Francisco

Election date:

Tuesday, January 30, 1973

RUDY THAM
Secretary-Treasurer

Notice Local 350 Members

NOMINATION AND ELECTION OF OFFICERS

Nominations for:

President
Vice President
Recording Secretary
Secretary-Treasurer
Three Trustees

Nomination Date:

December 8, 1972, 7 p.m.

Place: Jack Tar Hotel,
Van Ness Ave.,
between Post and Geary,
San Francisco

Election Date:

January 11, 1973

Place: 1139 Mission St.
San Francisco

Polls will be open 7 a.m. to 8 p.m.

NOTICE LOCAL 684—EUREKA

Nomination and Election of officers

President
Vice President
Recording Secretary
Secretary-Treasurer
Three Trustees

Nomination Date: December 12, 1972

Place: Teamster's Hall, 2806 Broadway, Eureka

Time: 8 P.M.

Election Date: January 13, 1973

Place: Teamster's Hall, 2806 Broadway, Eureka

Polls open from 8 a.m. to 9 p.m.

Voting in Crescent City — Teamster's office, 141 E St.
Date: Jan. 7, 1973—Polls open from 9 a.m. to 3 p.m.

Fraternally,
Eugene Silva
Secretary-Treasurer

Local 893 Office Moved

The office of Local 893 has moved to 459 Fulton St., San Francisco. The new phone number is 861-0770.

Fraternally,
WALTER J. GILLIES
Secretary-Treasurer

We Do Not Patronize

Teamsters and their friends are urged not to patronize the following:

SAN FRANCISCO
Light Soda on Tap
625 Chenery Street
San Francisco Ambulance Service
2310 Post Street
Upholstery Supply
2285 Revere Street
Currian's Chapel of the Sunset
2552 Irving Street
Michaels Artists and Engineering Supplies
Mosaic Tile Co.
1736 Fitzgerald St.
Smith Corona Marchant Corp.
W. W. Grainger Co.
Aero Special Delivery Service
Monroe Motors
311 Valencia St.
Modern Diaper
Coit Drapery Cleaners
663 Union St.

Park Lane Cleaners
French Drapery
EAST BAY
Big 'O' Tire, Richmond & Martinez
Luxury Cab Co., Oakland
Checker Cab Co.
City Cab
Associated Cabs
Reliable Cab Co.
Country Maid Creamery Products
Rels Sandwiches
Wintchell Doughnuts
Delly Foods
Daily Review
Smiser Freight Services
Jess C. Spencer Mortuary
Chapel of the Valley Mortuary, Castro Val.
Patron Service, Berkeley
Town and Country Cleaners, Hayward

Duke's Catering
Golden West Catering
Lou's Lunch
Union Lunch
Red's Lunch
Star Catering
Harvy's Catering
Wood's Catering
Mobile Vendors
MODESTO - MERCED
Pepsi-Cola
MONTEREY
Pyramid Van & Storage
SONOMA
Groskup-Weider Trucking Co.
1761 Denmark Street

SACRAMENTO
Courtesy Cab
Coca-Cola
Pepsi-Cola
Seven-Up
Capital Plywood
Super Tread Tire Co.
850 Riske Lane
Broadway Tire Service
Coit Draperies
Pop Pies
Hires Bottling
Pixie Bread
Party Pies
Canada Dry Products
Booster Bread
Radio Tire Co. and Radio Recapping
Radial Tire & Radial Recapping

PENINSULA
Parts Exchange (Partex)
So. San Francisco
Crown Imports Co., Inc.
1336 San Mateo Ave., So. S.F.
Coit Drapery Cleaners
Burlingame
SANTA CLARA COUNTY
All Jersey
Pixie and Boster Bread Co.
Tire Outlet
Cupertino Auto & Truck Parts
Brentwood Farms
General Appliance Co.
1785 Alum Rock Ave.
San Jose

Discount Furniture Co.
82 E. Santa Clara St.
Gerrard Tire Co.
Global Moving & Storage
1315 No. 10th St.
San Jose
Fernstrom Moving & Storage
1020 Bayshore Highway, Santa Clara
Able Label Tire Co., "d-b-a" Emporium
Tire Center
American Auto Parts
Young Auto Parts
Servi Soft
San Jose
NEWARK
Gerard Tire Co.
YOUNTVILLE
Knight's Lumber
BENICIA
Lutz Tire Co.

EUREKA
Humboldt Fir Co., Inc.
Hoopla
Eureka City Jitney Service
SANGER
Glacier Packing Corp.
NAPA
Kenyon Building Supply
Napa
Heinke and Dybdahl Building Supply
STATEWIDE
Kennedy Enterprise
M. & M. Bus Co., California Sight-seeing Tours
Klasco Products
Senor Foods
LOS ANGELES
Louis Plakos Trucking Co.
1307 East Eight Ave.

Joseph J. Diviny — 50 Years of Service

SAN FRANCISCO—First International Vice President Joseph J. Diviny announced he plans to retire Jan. 1, 1973, 50 years to the day since he joined Local 85 as a driver for the Overland Freight and Transfer Co.

Forty-one of those years he has spent as an active and key participant in Teamster Union affairs.

He has filled many official posts and worn many hats during his career, but foremost in his concern were the Bay Area Teamsters and the City of San Francisco.

Joe and his wife Eunice will begin his retirement with a leisurely trip to Mexico, a welcome relief from the shuttling back and forth to the East Coast for those many important meetings.

But it is not a full retirement. Diviny will retain his post as one of San Francisco's Public Utility Commissioners plus other activities concerning San Francisco and Teamsters.

His career in unionism began when he was elected a delegate to the convention of the California State Federation of Labor in Modesto in 1932. A few years later he was appointed the first organizer of the newly formed Highway Drivers Council by Local 85's President Mike Casey.

He was Vice President of Local 85, when that union was the key in the successful conclusion of the General Strike.

Early in 1937, Diviny took part in the Council's drive to organize in the Utah-Idaho area under Dave Beck, who at that time was an International organizer. The massive effort established a Teamster Local in Salt Lake City and Boise, Idaho.

Diviny was assistant Secretary of the Highway Drivers' Council when it established the dominant agreement for highway drivers between Utah and San Francisco.

It was the Highway Drivers' Council that set the pattern for area-wide negotiations in the West during the mid 50's, with Diviny playing a key part in the negotiations that later led to the national agreement in 1964.

It was a long road from the scores of contracts Diviny negotiated as Highway Drivers' Council organizer to the nation-wide agreement that will be re-negotiated next year.

Diviny succeeded John McLaughlin as President of Joint Council 7 when McLaughlin died in 1950.

At the International Convention in 1952 in Los Angeles, he, James R. Hoffa and Einar Mohn were



elected Vice President of the International.

During the tumultuous late 50's and the early 60's he directed many of the huge meetings of the resurgent membership as President of Local 85 and International Vice President.

He stood with Hoffa when the Bay Area Teamsters were reluctant to accept the National Freight Contract.

The final acceptance can be attributed to Diviny's experience and leadership amongst Bay Area Teamsters.

In June of 1957 Joint Council 7 and other Western Teamsters endorsed him as a candidate for the Presidency of the International.

In August of the same year he withdrew, leaving Hoffa as the

major contender to replace retiring Dave Beck.

At the Convention he was re-elected Vice President of the International along with Einar Mohn and George Mock.

He was appointed International Organizer in 1957 by President Dave Beck.

He was the first President of the California Teamsters Legislative Council, which has become one of the more effective lobbying forces in Sacramento.

His civic services are too numerous to list completely, but foremost among them has been his term as a Director of the Golden Gate Bridge and Highway District.

Appointed in 1950, he became President of the District in 1953-54. It was during his administra-

tion that the bridge fare was reduced to 30 cents. When he stepped down as President he was editorialized as a good leader and able administrator.

In 1967 he served a short term as the public member of the California Toll Bridge Authority, which he resigned to accept membership on the San Francisco Public Utilities Commission, a position he presently holds.

Other civic services include the Community Chest, City of Hope, which in 1968 honored him with a Humanitarian Award at a huge testimonial dinner in his honor, The Governor's Safety Conference, the Salvation Army Advisory Board, and many other similar positions.

Born in San Francisco's Eureka Valley, he graduated from Saint James High School. He made two trips to the Orient as an ordinary seaman. He attended Heald's Business College for two years, got married and had to go to work driving for the Overland Freight and Transfer Co.

His wife died, leaving him with a daughter who is now Mrs. Richard Larrick.

He married Eunice Murray in 1956, and is the grandfather of two and the great-grandfather of one.

The following speak for themselves

RESOLVED BY THE SENATE OF THE STATE OF CALIFORNIA, That the members commend Joseph Diviny for outstanding civic and economic contributions to the welfare of the brotherhood, of the City of San Francisco, and of the State of California.

RESOLVED BY THE ASSEMBLY OF THE STATE OF CALIFORNIA, That the members congratulate Mr.

Joseph J. Diviny for his long and outstanding career of dedicated service to his community and organized labor.

CERTIFICATE OF HONOR FROM THE CITY OF SAN FRANCISCO to Joseph J. Diviny, widely known and respected labor representative and civic leader upon the notable occasion of his being a recipient of the City of Hope Humanitarian

award.

NEWSPAPER EDITORIAL . . .

"In these last two years we have developed a growing respect and admiration for Joe Diviny. He conducted the meetings with authority and fairness. He proved himself a good leader and an able administrator." The preceding was for his Presidency of the Golden Gate Bridge and Highway District.

East Bay Teamsters

Northern California Teamster
25 Taylor Street
San Francisco, California 94102

Dear Friends:

I want to take this opportunity to thank you for all your help and support throughout the campaign. I do not think of my victory as a personal one, but rather a victory for those who would like to see progressive government become a reality in Alameda County.

The trade union movement has been one of the consistent forces for progressive government in Alameda County and therefore I hope you will look upon my election as a victory for the hard work you have done in the past.

Obviously, my victory alone is not enough and the struggle continues. I would appreciate it if you could join me at the swearing-in ceremony, Tuesday morning, January 9, 1973 at 9:00 AM, at the Board of Supervisors chambers, 1221 Oak Street, Oakland.

Peace and friendship,
Supervisor Tom Bates

Local 78 Secretary Bill York is a member of the Alameda County Planning Commission. A key commission in these days of concern for ecology and open spaces in the cities. Passage of the Coast line initiative is a clear indication of the importance of these issues.

Dave Castro, Secretary of Hayward Local 768, was named to the Hayward Human Relations Commission. The appointment was made by Hayward's Mayor Leo Howell to fill a vacancy.

Castro was also appointed to serve as Employee Representative of the Industrial Welfare commission, Wage Board for Order 3-68. This order regulates the wages, hours and working conditions for women and minors in the canning, freezing and preserving industry.

Local 468 Secretary-Treasurer Manny Joseph reports winning an NLRB election at the Mission Clay Products in Niles, California.

There were nine votes for Local 468, three voted for no union, and there was no votes for the Brick Workers Union, which had intruded into the election.

Joseph said that the Brick Workers Union tried to step in after Local 468 had organized the plant and had enough pledge cards to establish the Teamsters as the bargaining union. The intervention caused the election, but the intruders got no votes.

Al Costa, Secretary of Local 853 and, just as importantly, Team Manager of the Fremont Football League Raiders, has announced with Team Coach Ed Cambria, a member of Local 70 and Chief Steward at Consolidated Freightways, that they have a champion team in the Pop Warner league.

Al is doubly proud that his son Al is one of the stars of the Teamster squad (see picture). The team won first place in its division.

The Fremont league was started

Letter to Editor

Mr. Al Addy, Editor

In your previous edition of the Northern California Teamster Newspaper, you published an article re Art O'Flannigan and his program on rehabilitation of alcoholics.

May I say at this time I accepted this treatment and I am very happy to state I did so. It assisted me in a normal way of thinking, working, and also my reinstatement with my family.

My advise to those who are a victim of alcohol, do everything possible to contact Art O'Flannigan, he will assist you in his dedicated way. He can be contacted at 450 Harrison St.

Many thanks,
A Relieved Member

nine years ago and now includes 525 active boys.

Local 853 is organizing a strong Steward's Council. The Council will meet bi-monthly and will have the authority to call special meetings or general membership meetings. The Council is intended to make the membership aware and provide direction on grievance procedure, rights on the job, safety standard, etc.

The function as stated in a proposed membership amendment passed by the membership, is to consult with and advise the business agent in the processing of all grievances and to appoint representatives to attend formal grievance proceedings; to police the observance of any labor agreement and to promote relations between the employer and the members.

NLRB Refutes S. S. Association

OAKLAND — More than 200 members of Local 78 were denied wage increases for the past three years because 30% of their fellow workers signed up with a phony Union called International Service Station Operators of America, promoted by a guy named Morley.

This so-called Union petitioned for de-certification with the NLRB, an action that requires signatures of 30 percent of the workers, and that would have resulted in an election to determine which of the two unions would represent the workers.

After three years, the NLRB handed down a decision that the petitioner was "something other than a collective bargaining agent" and dismissed the petition for an election.

Bill York, Local 78 secretary, said the Local will negotiate immediately for the members, but that because the Wage Board has been established since Morley began his disruptive actions, the going will be tough.



SAN FRANCISCO—Local 278 held its annual retiree dinner with the Local's Executive Board, headed by Local 278 President Richard Wagner and Local 278 Secretary-Treasurer Mervyn Donovan hosting the affair. Executive Board members are standing at the rear of the picture with former Secretary Andy Andrews. Thirty-one guests were at the affair.



FREMONT—Oakland Raiders stars George Buehler and Jim Otto were on hand for the presentation of awards to the champion Fremont Football League Raiders of the Pop Warner League. Left to right: Al Costa Jr., Coach Ed Cambria (member of Local 70), Buehler, Team Captain Hollis Barton, Local 835 Secretary and Team Business Manager Al Costa, Danny Costa, and Otto.

Teamster Local Wins Picket Line Case

The U.S. Supreme Court, in a unanimous ruling, has held that four members of Teamster Local 381 fired for refusing to cross their fellow-strikers' picket lines must be rehired and compensated for back pay by International Van Lines of Santa Maria, Calif.

An opinion by Justice Potter sustained an NLRB ruling and, in part, reversed a decision of the Ninth Circuit Court of Appeals. The latter, while agreeing with the NLRB that the discharges constituted unfair labor charges, reversed the Board's order for reinstatement

with back pay. Justice Potter's opinion stated:

"Unconditional reinstatement of the discharged employees was proper for the simple reason that they were the victims of a plain unfair labor practice by their employer. Quite apart from any characterization of the strike that continued after the wrongful discharges occurred, the discharges themselves were a sufficient ground for the Board's reinstatement order."

In a concurring opinion, Justice Harry A. Blackmun offered the view that "legitimate and substantial business justifications" might be shown in other cases that would justify not reinstating an economy striker.

Ben Sanders, secretary-treasurer of Local 381, hailed the decision as a clear-cut victory for those employees of International Van Lines whose cards authorizing the union to represent them were rejected by the company. He said it was too early to calculate the amount involved in back pay but it could be substantial since the dispute dates back to August 1967.

After having consented to an election upon being shown the authorization cards, officials of the company withdrew consent and this prompted Local 381 to picket the firm. The four employees refused to cross the line and were advised they were being permanently replaced, although the company had not hired permanent replacements at the time.

The NLRB concluded this was an unfair labor practice and the strikers were entitled to reinstatement with back pay.

White Ballot Cast by Local 94

VISALIA—Members of Local 94 cast the "white ballot" for their incumbent executive board at the nominating meeting of the Local.

Re-elected were Secretary-Treasurer Everett Hupp, President Sam Bershers, Vice President Charles Ross, a former Trustee of the Local, Recording Secretary Nolan Avila and trustees Della De Armon, Eddie Jacques and Cecil Leleand.

NORTHERN CALIFORNIA TEAMSTER

Winner of I.L.P.A. "Award of Merit" in 1955, 1956

AL ADDY, Editor

Publication of Joint Council 7 and Joint Council 38 International Brotherhood of Teamsters



POSTMASTER: Send form 3579 to 746 Brannan St., San Francisco, CA 94103. Second Class Postage paid at San Francisco, Calif.

Published once a month at San Francisco, California, by Joint Council 7 and Joint Council 38 of the International Brotherhood of Teamsters. News copy and picture deadline: First of month. Office of Publication, 25 Taylor Street, San Francisco, California 94102. Telephones 885-4969 and 885-4970.

EDITORIAL COMMITTEE

Joseph J. Diviny, Chairman; Mark O'Reilly, George E. Mock, Pete Andrade, Jack Goldberger, Hank J. de Diego, Al Brown, John Fitzsimonds, W. J. Kiser.

Local 70 News

70 Hegenberger Road, Oakland, Calif. 94621

December

Phone 569-9317

The Officers and Staff wish each and every member and their families A Happy Holiday Season

Business Agents' All-Day Assignment Schedule for December, 1972

The dates designated below have been assigned to the Business Agents as listed, and each is to be present all day at the offices of Local 70 on those days assigned to him.

Mondays—December 4, 11 and 18

MIKE LYNN
ALEX YBARROLAZA

Tuesdays—December 5, 12, 19 and 26

BOB WINDSOR
DAROLD WRIGHT

Wednesdays—December 6, 13, 20 and 27

ROY NUNES
JOE ARINO

Thursdays, December 7, 14, 21 and 28

BILLY RODGERS
AL ANDRADE

Fridays—December 8, 15, 22 and 29

BOBBY FREITAS
DICK SARMENTO

Alternates

TED KAUFMAN
STEVE MARINKOVICH

When an Agent is unable to fulfill his assignment at the office for any reason, he will arrange to have one of the two alternates take his place. It will be the responsibility of the Agent assigned a given date to be present or to arrange for one of the alternatives to be in his place.

—JAMES MUNIZ
President

Local 70 Health and Welfare Trustees

President—James R. Muniz Secretary-Treasurer—Chuck Mack

Business Representatives

Joe Arino and Alex Ybarrolaza

Sick Benefit Committee

Chairman—Ray Arroyo Co-Chairman—Jim Dodge
Members: Lloyd Adcock, Frank Arroyo, Eugene Derieg,
Lee Hafley, Hank Rivera, George Wells, Bennie Whitfield,
Bob Williams and Honorary Member Jim Bramell

Monthly Meetings — 2nd Tuesday at 7:30 p.m.

Willis Shaw Strike

Teamsters Locals No. 823 in Joplin, Missouri and No. 483 from Boise, Idaho are busy picketing Willis Shaw. Shaw is a large non-union firm which specializes in the hauling of perishable items.

Employees from Willis Shaw began picketing on October 20, 1972 after the company refused to recognize the Teamsters as their bargaining representative. This Nationally sanctioned strike finds approximately 300 Shaw drivers on strike with the picket line extending from Coast to Coast. Not only are the Teamsters hitting the terminals, they are also following the trucks to their destinations throughout the country.

In the West, Shaw pickets are operating in Seattle, Portland, Los Angeles, Modesto, San Francisco and Oakland. International organizers Donald Enloe and John Leto indicate that picketing is having the desired effect. They stress, however, the importance of each Rank and File Teamster knowing the Willis Shaw story.

They urge any member who finds a Shaw truck delivering locally to please notify their Local Union immediately. This battle is one that directly affects the livelihood of every teamster driver and lumpner, REMEMBER when you see a Willis Shaw Truck please contact your Local Union Office at once.

—By Chuck Mack

Corporation Profits High

Leading U. S. corporations had after-tax profits totalling \$9.2 billion in the third quarter of this year, according to a survey taken by the First National City Bank of New York which said this represented an advance of 18 percent over a year earlier.

And the Wall Street Journal says that after-tax profits for the entire year of 1972 will show the sharpest year-to-year rise since 1965. Moreover, says the WSJ, the score of economists it discussed economic conditions with, foresee a favorable picture in the year ahead, although it might not measure up to what has happened in the year now drawing to a close.

The economists, reported the WSJ, "come up with an average forecast of a 13.6% rise in the after-tax earnings in 1973. That compares with an average prediction of a 16.5% gain for this year—which would be the largest increase since the 21.1% of 1965. In 1971, the first full year of the current recovery, after-tax profits rose by 14.2%.

The forecast for next year admittedly obscures some widely varying figures, says the WSJ which adds:

"In the early stages of an expansion, businessmen usually can boost output without hiring many more workers; later on, they find that they have to add to work forces—and costs. As the recovery continues, more companies also are likely to run into shortages of parts, materials and some types of labor, and such developments will tend to limit sales and thus profits."

While doubting that the corporations' improving financial position will be set back should a federal tax increase come next year, the economists generally feel there will be a continuance of wage-price controls and this would have an influence on profits.

Meetings

REGULAR MEMBERSHIP MEETINGS

are held on the fourth Thursday of each month.

EXECUTIVE BOARD MEETINGS are

held on the second and fourth Tuesday of each month.

STEWARDS MEETINGS are held on

the third Tuesday of each month.

Executive Board

Secretary-Treasurer Chuck Mack	President James (Jimmy) Muniz
Vice President Stan Botelho	Recording Secretary Jim Rush
TRUSTEES	
Art Soto Conductor, Mel Baptista	Robert "Bob" Cole Marty Frates Warden, Harold Marks

President Reports

During the past month, our Local Union was involved in various meetings, which I will report in this issue.

Business Agent, Bob Freitas and Steve Marinkovich have had several meetings with the employees and management of United Parcel Service, in an attempt to negotiate the company to build a proposed new terminal in Local 70's jurisdiction. I believe that after conclusion of the meetings, it was determined that United Parcel Service will build the new "Feeder Station" in Local 70's jurisdiction. In addition, a new terminal will be built in Dublin, California, which is also in Local 70's jurisdiction.

Al Andrade, Chuck Mack, Attorney Victor Van Bourg, and myself have had numerous meetings with the employees and management of Owens-Illinois. It has been the desire for quite some time of Owens-Illinois, to go out of the trucking business and give their trucking to an outside carrier. As of the conclusion of the above mentioned meetings with Owens-Illinois, the Company has agreed to remain in the trucking business; at least for an extended period. The Company has also agreed that they will try to make their trucking operation successful by having Local 70 men perform duties that will include working foreman. It is our desire that this will prove satisfactory and that the company will remain in the trucking business. This agreement was reached after a thorough discussion with the employees of Owens-Illinois.

At the last Health and Welfare Trustees Meeting, the Health and Welfare Trustees, Chuck Mack, Joe Arino, Alex Ybarrolaza and myself, have had lengthy discussions with various companies regarding 100% vision and dental coverage for Local members. We have received some written proposals which will be thoroughly discussed at the Joint Health and Welfare Trustees Meeting. It is our desire to negotiate 100% Dental and Vision coverage for our members.

On November 30, special called meetings were held in regards to a change in the By-Laws of the dues structure. A day meeting was called so that the night employees would be able to discuss and vote on the dues increase; and a night meeting was called for the day employees in order for them to

discuss and vote by secret ballot. The proposed dues increase was turned down by the members present at the special called meetings on this date. It was the obligation of the officers and officials to present to the membership, the reasons that a dues increase was proposed. After lengthy discussions and answering the numerous questions, the secret ballot votes were taken and this was rejected. It is the obligation of the officers to run this Local Union with the dues money received from the members. This will be done in accordance with the By-Laws that are in effect at this time. I agree that there will probably be expenditures that will have to be minimized in order for this Local to continue operating on the present dues.

Another proposed By-Laws amendment was discussed which would require a 50% attendance at regular meetings for a candidate to be eligible to run for office in this Local Union. After a lengthy discussion and vote, this was also turned down.

At this time I would like to thank all the members that were present at the special called meetings for the manner in which they conducted themselves, even though at times it was a boisterous meeting. The membership has spoken and the officers will carry out the duties required of them.

In closing, I would like to wish everyone a Merry Christmas and a Happy New Year.

Fraternally,
JAMES MUNIZ
President

IBT Trustee Now Heads Chicago JC

CHICAGO, ILL.—(TNS)—Teamster International Trustee Louis F. Peick recently was named president of Joint Council 25 in Chicago to succeed the retiring president, Ray Schoessling.

Peick was selected by the council executive board to complete Schoessling's unexpired term. Schoessling, an International Union vice president, said he was stepping down from the council post so as to devote more time to his International Union duties.

Peick first joined the Teamsters Union in 1931 and became secretary-treasurer of Local 705 in Chicago nearly 15 years ago. He was one of three International Union trustees elected at the IBT convention last summer.

Stewards By-Laws

STAN BOTELHO

Due to the holidays and the calendars of the Business Agents, the Executive Board has recommended that the Stewards By-Laws Committee forego a December meeting and meet prior to the January Stewards' meeting.

The next meeting of the Stewards' By-Laws Committee, therefore, has been scheduled for Thursday, January 11, 1973, at 8:00 p.m., at the offices of Local 70.



Local 70 News

C&L Trucking Firm Organized

Business Agent Alex R. Ybarrolaza reports that C & L Trucking has been successfully organized and that all driver employees of C & L Trucking will become members of Teamster Local 70.

Negotiations have just recently been concluded and C & L Trucking has tentatively agreed to be bound by the terms and conditions of the Freight agreement.

Members Help Good Turn Day

Darold Wright

Traditionally, members of Local 70 have been involved in many volunteer programs.

On Saturday, November 18th, Trustee Marty Frates and Brothers Danny Turner, Mark Allard, Jim DeSilva and Les Morgan drove trucks donated by Sea-Land and Haslett for "Good Turn Day" for the Good Will Industries Salvation Army annual Christmas drive.

Brother Sammy Martin organized the San Leandro Boys' Club Christmas tree lot on Marina Boulevard in San Leandro, and AMERON donated two trucks to bring trees in from Burney, California. Brothers Larry Ferriara and Don Uphoff volunteered their time to drive the trucks.

I apologize to the numerous other members whom I haven't listed here because of space limitations, but we thank you for making the word "Brotherhood" extend beyond your Union affiliation.

Merry Christmas!

On Saturday, 11-18-72, Local 70 Secretary Treasurer Chuck Mack and Jack Sutherland Vice President of Haslett Coordinated an effort for "Good Turn Day, where the companies provided the equipment and Local 70 donated the drivers. Good Turn Day is sponsored by the Goodwill Industries, Salvation Army and Boy Scouts. We would like to thank everyone who helped in this venture, and made it a great success.

Shipping Center

Ground has been broken for construction of a huge terminal for the stuffing and unstuffing of containers on 6,000 acres of land at the southern tip of Great Salt Lake, about 20 miles from the Utah capital.

The shipping center, to be known as the Pacific International Freeport Center, will pack and unpack containers bound to and from Pacific ports. The facility is so strategically located that it can serve, either by motor carrier, air or rail, most western cities within 24 hours.

Space also will be available for storing freight that is to be placed in or removed from the containers. Handling of freight will be expedited by having available at the center customs inspectors for inspecting cargo going to west coast ports for shipment abroad on incoming containers.

Financial Box

OCTOBER,

Receipts

Disbursements

Decrease in funds

For a more detailed report, we will publish it at our monthly meetings.

Members Show Interest In Local 70 Labor

By Mike Lynn

The evening classes in local union labor affairs, which was announced in the last issue of this paper, has been met with enthusiasm by many members. Teamster Local 853 has indicated a willingness to participate through their Vice President, Ray Blasquez. The meetings will tentatively be held in Local 70's auditorium on Wednesday evenings between 7:30 and 9:45 P.M., beginning the first or second Wednesday of January. All those interested will be notified if they will call 569-9317 and leave a phone number or address. These classes will be conducted at no cost to the Local Union and instructors will donate their efforts as a public service to those who attend. The sessions will be lively and informative for all.

The underlying reason for these classes is to give the member a better understanding of the functions of unions today and in the future, in the hope that in gaining that understanding he can better react with reason to the changing values of our community. The philosophies which characterized the leadership of the 1950's will not satisfy the demands that are being made today.

The collective bargaining issues

LIVING COSTS CLIMB

WASHINGTON (PAI) — The Nixon Administration's claims and predictions for controlling inflation were shattered again in October when the Labor Department reported another surge in the cost of living.

The Consumer Price Index has now leaped by eight-tenths of one percent seasonally adjusted in the past two months. The October increase of three-tenths of one per-

NOTICE

THE REGULAR MEMBERSHIP MEETING OF DECEMBER WILL BE HELD ON THURSDAY OF THE MONTH—THURSDAY, DECEMBER 14, 1972, AT 8:00 P.M.



Box Score

OBER, 1972

\$113,388.45

113,943.30

554.85

ort, we urge you to attend the regular

Chuck Mack
Secretary-Treasurer

Low Interest Labor Classes

next year and in the next decade will likely involve highly technical issues that necessitates improved education for, not only union officers and officials, but rank and file members as well. With that in mind, I hope you will be interested in the following schedule.

1. Structure, function and future of Local Unions;
2. National Labor Relations Act, Workmen's Compensation Law, Civil Rights Act and F.E.P. Law;
3. Grievance handling procedures and arbitration;
4. Occupational Health and Safety Act, and the Steward system.
5. Health and Welfare and Pension policies;
6. Labor Relations—the University perspective;
7. Master Contract Bargaining and proposals;
8. Local Union as a political influence.

These classes are not necessarily in order but will be moved to fit the schedules of the teachers. In the event a more popular subject requires extra explanation or detail, the possibility of a Saturday meeting will be considered. A logical extension of this entire idea is the implementation of a speakers forum and will be considered if interest is shown.

Costs CLIMB HIGHER

The cent was preceded by a jump of five-tenths in September.

Workers took it on the chin as the government also announced that the buying power of workers' paychecks dipped in October. In recent months, these "real" spendable earnings have been increased slightly despite continuing inflation. It has been the one plus point the President's aides have had in arguing for their so-called "controls" program.

NOTICE

MEMBERSHIP MEETING FOR THE MONTH
HELD ON THE USUAL FOURTH
TH—THURSDAY, DECEMBER 28, 1972.

Local 70 Wins NLRB Election

On November 22, an N.L.R.B. election for Union certification was held at B & J Services in Union City. It was emphatically determined that Teamster Local 70 was the bargaining representative and all these employees when the employees voted by 10 to 3 majority in favor of Local 70.

The election capped a successful organizing drive by Business Agent Mike Lynn and Alex Ybarrolaza. Business Agent Ybarrolaza who will now endeavor to negotiate a contract with these employees.

Please Help Farah Strikers

With the approach of winter and continuation of the strike against the Farah (pants) Manufacturing Co. in Texas and New Mexico, Labor recently issued a renewed appeal for aid to the strikers.

The appeal is for money and used clothing. Checks made payable to the Farah Strike Fund may be mailed to the Amalgamated Clothing Workers (ACW), 2501 S. Hill Street, Los Angeles, Calif., 90007.

The Farah Company is one of the largest manufacturers of men's slacks in the country, operating eight factories in Texas and New Mexico. With 3,000 on the picket lines, employees have been fighting for more than five months for union recognition and decent wages.

Members of our Local know all too well the feeling of those who are on a picket line for extended periods of time. With the approach of the holiday season, consider the needs of those whose Christmas is bound to be bleaker than ours.

Invest in Program

The American business and industrial community has been urged to invest \$40 million in programs to rectify the relatively high degree of alcoholism and thereby salvage what U. S. Sen. Harold Hughes says is \$4 billion that now goes "down the drain needlessly each year."

In making his proposal during an address to the National Foundation of Health, Welfare and Pension Plans in San Diego, the Iowa Democrat, himself a reformed alcoholic, deplored the absence of any broad program on the part of business and industry to remedy the situation. Instead of taking affirmative action, said Sen. Hughes, "tens of thousands of companies persist in the old wasteful ways."

More are Employed

While the number of unemployed persons in the U. S. remained virtually unchanged at 4.8 million in October, the civilian work force advanced by 227,000 to 87.3 million. Civilian employment, at 82.5 million, was up 260,000 over the month, bringing the gain during the past 12 months to upwards of 2.6 million.

Business Agents

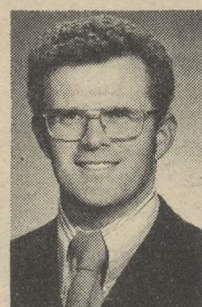
Ted Kaufmann	Joe Arino	Bobby Freitas	Roy Nunes
Dick Saramento	Billy Rodgers	Darold Wright	Bob Windsor
Alex R. Ybarrolaza	Al Andrade	Mike Lynn	Steve Marinkovich

Dispatchers

Wm. Bill Fagundes	Al Fialho	Vern Fielder
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Secty.-Treas. Report

The membership, in a spirited meeting on November 30th, rejected the proposed By-Laws change that would have provided for a dues increase. The proposed



change, which would have increased the dues from \$13.00 per month to \$14.50, had been submitted at my request and that of the other officials in the Local to offset increased operating costs for the

coming year.

Objections that were raised at the meeting centered largely on the high expenses that the membership was already confronted with, and it was indicated that economies were in order. Although the decision will cause, I believe, future financial problems, the membership has spoken and I, as Secretary - Treasurer, will attempt to carry out their desires. The dues will remain at \$13.00, and the Local will make every effort to operate at the current dues structure.

Business Agents Joe Arino, Alex Ybarrolaza, President Jim Muniz and I attended the National Health & Welfare meeting in San Diego earlier this past month. Among the matters we discussed at this meeting was the establishment of a dental plan that would provide full service for the membership. The current dental program is completely unsatisfactory and is marked by increased costs for less service. We are making every effort to establish a program that will allow the membership the choice of going to their own dentists and being paid the insufficient current amounts or choosing a group plan and receiving 100% coverage. One of the stumbling blocks to this type of plan so far has been Employer Trustee objection. We are going to continue our work in negotiations in this area and, hopefully, we'll bring a better plan to the membership.

As reported elsewhere in the paper, we won an N.L.R.B. election at B. & J. Enterprises who have fifteen employees, and we currently have organizing efforts under way at five firms in our jurisdiction. It has been pointed

out that the driver on the street is the most effective organizer the Teamsters have. This, in large part, is true. Most of these places being organized have been turned in to the officials after contacts were made with Teamster drivers. Alex Ybarrolaza and Mike Lynn spent a good deal of time on B. & J. and did an outstanding job. Any member who has made organizational contacts should turn these into an official for assignment to an agent.

Steve Marinkovich, Bob Freitas, Jim Muniz and I also attended meetings with United Parcel Service. After a considerable amount of discussion regarding feeder drivers and their operations, U.P.S. has declined to build a large facility within our Local's jurisdiction. This facility could provide as many as 200 jobs in the coming year, and this projected growth over a 5-year period could be doubled.

One final note: The importance of posting Health & Welfare and Pension notices has been stated and re-stated many times. It is through these postings that the individual member can find whether or not his employer is making the required contributions on his behalf. These postings are particularly important when it comes to Pension because a member does not generally discover that his employer did not make Pension contributions until he gets ready to retire—and that could be too late to collect from the employer all that is due. I was contacted by a member this past month who had gone over his Pension posting and found the firm he works for to be delinquent in the coverage on every employee. Once it was brought to our attention, we were able to collect the over \$2,000 that was owing. There are many cases, however, where—because of inattention—thousands of dollars are being lost and pensions jeopardized. Make sure your employer posts his Health & Welfare and Pension reports.

I want to take this opportunity to wish each and every member and his family a happy holiday season.

Fraternally yours,
CHUCK MACK
Secretary-Treasurer

Freight Outlook Considered Good for Coming Year

WASHINGTON, D. C.—(TNS)—The official publication of the U.S. Chamber of Commerce forecast recently that the trucking industry will continue its "recovery" during 1973.

Quoting findings by researchers who specialize in such work, "Nation's Business" took note of record motor carriers earnings in 1972 and added that the experts computed an increase of about 18 per

cent during 1972 with a further increase of 15 per cent predicted in 1973 for the industry.

"Nation's Business" continued: "Analysts conclude that in 1971, for the first time, net earnings of all Class I and II regulated motor carriers exceeded those of all Class I railroads by a whopping 34 per cent. Previously, 1968 was the regulated truckers' best earnings year, but they topped it by 65 per cent in 1971."

The Wage Lag Proof

Proof of labor complaints that the Nixon wage-price controls program is unjust to workers has been nailed down by latest statistics published by the U. S. Department of Labor for the past year.

These show clearly that while prices based on the Gross National Product have gone up 2.2 per cent over the past year, unit labor costs in the total private economy have gone up only 1.3 per cent due to stringent hold-downs of wage increases by the Pay Board.

The statistics cover the first full year of the Nixon New Economic Policy. They show:

—That output per man-hour during that period went up sharply by 4.3 per cent as compared with the post-Korean War average of 3 per cent.

—That compensation per man-hour went up only 5.7 per cent during the past year as compared with a rate of 6.6 per cent for the previous year.

—That unit labor costs in the private non-farm sector of the economy actually dropped during the past six months. During the first quarter of 1972 they went up 3.8 per cent; during the second quarter they dropped by five-tenths and during the third quarter by three-tenths.

That productivity in the total private economy rose 3.7 per cent during the third quarter, down from the 6.2 per cent gain of the second quarter, but well above the long-term growth rate of 3 per cent.

—That in the non-farm sector, productivity went up 6.2 per cent, even higher than the 5.1 per cent gain during the second quarter.

—That manufacturing productivity went up 3.3 per cent, a drop-off from the 6.6 per cent rise in the second quarter, but again above the long-term 3 per cent average.

All in all, the past year—from September, 1971 to September, 1972—showed an increase in productivity of 4.3 per cent for the total private economy; 5.3 per cent

for the private non-farm sector, and 3.6 per cent for manufacturing—all above the 3 per cent rate of the past 20 years.

These increases in productivity, combined with a soft program of price hold-downs, are reflected not only in the cold Labor Department statistics, but also in the daily financial pages of the press. With unit labor costs down, profit margins are up.

—“U.S. Industry Profits Rose in Third Quarter,” says the Wall Street Journal for Oct. 30th.

—“Survey of 570 Concerns Shows Increase of 15.9 Per Cent,” says a subhead over the same story.

—“Gully and Western Reports Record for Fiscal 1972; Operating Profit Set High” . . . “GTE Net Surged 16 Per Cent—a Third Period High” . . . “Four Oil Firms Had Profit Surge in Third Quarter” . . . “ABC Net Revenue Surged” . . . These represent a random selection of current reports.

What is at stake here is not so much the boost in profits as is the obvious discrepancy between the surge and the hold-down on wage increases at a time when living costs are still mounting and are showing no signs of going down.

Labor economists are particularly concerned over this discrepancy because of persistent reports that the Pay Board may plan a new tightening of permitted wage increases now that elections are over and a new year—which began in mid-November—opens the way to a downward revision of the current 5.5 per cent allowable wage increase.

Already Arthur F. Burns, chairman of the Federal Reserve Board, has suggested a 4 per cent limit, obviously seeing wages as a priority method of controlling still unbeaten inflation. Chairman George Boldt of the Pay Board has said no change has yet been decided on, but has left the door open to one.

Major Pacts Expire in '72

WASHINGTON (PAI) — One of the heaviest collective bargaining years since World War II is on the docket during 1973. Major contracts covering some five million workers expire.

There are two factors which make 1973 a potentially explosive collective bargaining year:

1. Wage controls which come up for renewal April 30, combined with

2. An apparent increase in living costs since last summer, which, if continued, will mean intense pressure for beyond-guideline raises.

Wage controls, if they are continued as expected, will likely reshape the new contracts negotiated. As in 1972, there will be a strong movement to one and two-year agreements. Also, while most unions will fight for adequate wage increases to compensate for increased living costs, fringe benefits will take on even more meaning.

The biggest contracts do not expire until September: agreements with Chrysler, Ford and General Motors affecting some 670,000 workers. The United Auto Workers have already given notice that “if we can't get our fair share in the paycheck, we'll get it in some other way.”

Contracts covering about 500,000 construction workers are also scheduled to expire during the year. Because of wage controls, many construction unions limited their

1972 pacts to one year, thus helping to expand the collective bargaining picture next year.

In June, agreements for 450,000 over-the-road truck drivers must be renewed. The International Brotherhood of Teamsters is already preparing for what it considers to be crucial talks.

Contracts between the United Rubber Workers and the Big Four—Firestone, Goodrich, Goodyear and Uniroyal—are ending in April. They cover about 103,000 workers.

Negotiations with General Electric, where contracts covering 107,000 workers expire in April, and with Westinghouse, where pacts for 60,000 employees end in May, will have particular significance.

The Coordinated Bargaining Committee for General Electric-Westinghouse unions, under the chairmanship of AFL-CIO President George Meany, will be engaging in its third round of negotiations with the two big firms. More than a dozen AFL-CIO unions are members with the UAW, Teamsters, UE and the Federation of Salaried Westinghouse Employees co-operating.



Case of the Month

An employer lacked cause to discharge an employee who refused to wear earmuffs or ear plugs required for protection against noise by the Occupational Safety and Health Act, arbiter Milton T. Edelman ruled.

At first the grievant tried to wear the earplugs prescribed by the company, but they irritated his ears and he ceased to wear them, for which he received a verbal warning. He next tried wearing company-approved earmuffs but these, too, caused his ears to become irritated, and he stopped wearing them.

The day before the grievant was suspended, he went to his personal physician, who examined the grievant's ears, and then wrote out a note for the grievant to give to his foreman, recommending that the grievant be excused from wearing

any kind of ear protection because of the grievant's condition. However, the company would not accept this opinion, and when the grievant persisted in not wearing the prescribed protection, he was suspended.

Arbiter Edelman said that the grievant's suspension was unjustified at least on two counts. He notes that subsequent to the grievant's discharge, he went to an ear specialist, who found that the grievant indeed had a fungus type infection in his ears which would be aggravated by the wearing of ear plugs or earmuffs. Second, the grievant was not suspended in accordance with the formalized company procedures, having been suspended after only one verbal warning whereas three warnings are required before suspension in the formalized procedures.

Piggy-Back Operations

A report from the Interstate Commerce Commission's Bureau of Economics reveals that the number of trailers and containers terminated by Class I railroads in piggy-back operations rose steadily from 1,216.8 thousand units in 1964 to 2,036.8 thousand units in 1969, but declined by 6.8 percent in 1970. The decline continued by 2.9 percent in 1971.

Despite this decline revenues continued to rise between 1969 and 1971, probably due to rate increases, and changes in commodity mix and length of haul, said the ICC.

The number of trailers and containers tendered by Class I motor carriers to railroads for piggyback

movements rose from 311.0 thousand units in 1964 to 346.0 thousand units in 1969, but declined to 263.8 units in 1971. The lack of a distinctive trend may have resulted from: fluctuation in the number of motor carriers reporting yearly, economic variations, a shift in role for many motor carriers from line-haul to local cartage operation, and gaps and inconsistencies in the reported motor carrier statistics.

Usage of rail piggyback services by Class A freight forwarders continually increased between 1964-1968 but since has become erratic, the commission said. Trailer and container originations declined by 7.1 percent in 1969 but rose 2.9 percent in 1970, declining again by 14.2 percent in 1971.

Workers in the 70's

Today's worker wants more than money. He wants to be freed from the dehumanizing effect of technology. He wants a job which allows him to retain his self-respect and individual dignity.

These are some of the conclusions reached by two economists, Harold L. Sheppard and Neal Q. Herrick, on the staff of the W. E. Upjohn Institute for Employment Research.

They studied the result of three national surveys among two specific groups of workers: the white-or-blue-collar worker who belongs to a union, and the young worker.

The conclusions were published in a 222-page book, “Where Have all the Robots Gone?—Worker Dissatisfaction in the '70's.”

“One thing is clear,” they write, “from the comments of these men and women: something must be done, and fast, not only for the benefit of the individual worker himself, but also for general society.”

They found that young workers, 21-29 years of age, know more, earn less and tend to belong to unions. Very young workers, 16-20 tend to be white, female, blue-collar and non-union.

With the exception of young workers who earned over \$10,000 per year, the authors found that significantly more young workers than workers over 29 years of age expressed negative attitudes toward work.

Young workers were largely unhappy with the “value” of their work, their pay and their chances of promotion.

The authors found that the most significant differences in work attitudes and values, and apparently in actual work situations, are attributable to age. The young worker

has different work values than do middle-aged and older workers.

In light of the contrasting values and feelings and aspirations of young workers, two possible solutions are most frequently talked about:

1. The structure of work should be changed to accommodate young people, or

2. Young people should change to accommodate the structure of work.

The authors, themselves, believe that the existence of deadening, numbing and individually constraining work in the past is no argument for its continuation in the future.

The potential for change, they say, depends on the attitudes of young people who, in a few years, will be the dominant group in the labor force.

If young people are willing to adapt and to accept the values of the hierarchical work situation (seeking their place in it and striving to improve their situation step-by-step), we can be assured that little attention will be given to restructuring work.

If, on the other hand, young people draw the line and demand that their unions reorder bargaining priorities and that their employers give them a voice in shaping their work lives, then at long last we may see an extension of our democratic principles in the work place.

The authors pointed out, however, that the problem of work is not limited to blue-collar workers. It is there from the top executive level on down.

The authors have this advice for parents: “If you want your sons and daughters to have the very best chances for work satisfaction, advise them to prepare for a career in construction or go into business for themselves.”

From Sacramento

News from Local 150

THE OFFICERS AND STAFF
WISH EACH AND EVERY MEMBER
AND THEIR FAMILIES
A HAPPY HOLIDAY SEASON

A PROJECT being financed and developed by Diversified Management Associates of Seattle have announced plans to build a \$2.8 million Labor Professional Services Center and retirement housing complex on 47th Avenue, about a quarter mile east of the South Sacramento Freeway. The center is the first of its kind to be built in the United States. It will include medical and dental clinics, a chiropractor, optometrist, and a pharmacy, plus many other professional services.

THE 30,000 SQUARE FOOT complex is to be erected on a three-acre site and will be in the shape of a cross, with its various facilities extending out from a central waiting mall. The one-story buildings will have shake roofs and there will be extensive landscaping throughout the complex, including the parking area, which will accommodate about 200 vehicles.

The Board of Directors for the center include Secretary-Treasurer John Fitzsimonds of Local 150, Sec-

bers (regardless of affiliation), their dependents, and retired members in the Sacramento area. Doctors and dentists contacted about the project indicated they could provide services at a discount of 10 to 20 percent.

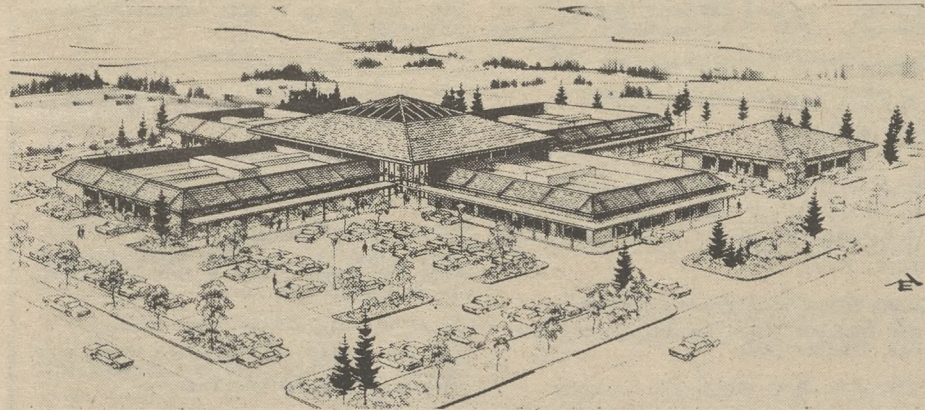
Construction of the center is scheduled to begin early next year and completion is planned by the end of the year.

WE WILL BE informing you as time progresses as to the status of this new venture, and once again, we repeat, that the project is being financed and developed by the Diversified Management Associates.

It is expected, upon completion of this project, that many labor people and their dependents in the Sacramento area will take full advantage of the services that will be offered.

ALSO PLANNED are 85 to 90 apartments scheduled to be built on an adjacent four-acre site which faces a ten-acre park to be developed by the Southgate Recreation and Park District.

Secretaries Jack Fitzsimonds, Vern Shorey and Arthur Rose have



Artist's conception of the new Labor Professional Center and retirement Housing Complex on 47th Avenue.

retary-Treasurer Vern Shory of Local 165, and Secretary-Treasurer Arthur Rose of Local 228.

THEY STRESSED that the policy and principles of the center would be to provide medical, dental and other professional services at a reduced rate to all labor union mem-

announced that they will be calling special meetings with the membership of their respective Locals to explain in detail the function of the center and to answer questions. Again we say no Union Funds are being used to support this Professional Service Center.

Bakery Drop Shipments

Hundreds of Teamster jobs in the bakery industry throughout Southern California have been saved by an arbitrator's decision that an existing contract does not permit ITT-Continental Bakery to change its delivery system and institute drop shipment of its products to Alpha Beta Markets.

If the ruling by Arbitrator John Kagel had gone against nine unions involved in the contract, Local 276 Secretary-treasurer Ed Knaiger said a precedent would have been established under which bakeries in other parts of the country could have altered delivery systems and made thousands of bakery drivers jobless.

When ITT-Continental sought to institute drop shipments the unions involved maintained it would be a violation of the contract and threatened economic action. Management went into court for an in-

junction and the court ruled that the contract provided for arbitration of such disputes. This procedure was followed and led to a finding that upheld the unions' position.

East Bay Retirees Attention

This is to remind you that the next meeting of the East Bay Teamsters Retirees Association will be held on December 20 at 11:00 a.m. at Local 70's auditorium. Of special importance is the election of three trustees. At our last meeting the following officers were elected by acclamation. Chairman, Al Maderos; Co-Chairman, Frank Farro; Secretary-Treasurer, Frank Romero; Recording Secretary, Peter Kinst. Hope to see you all there.

Fraternally,
AL MADEROS
Chairman



SACRAMENTO—Sally Fong, a member of Local 857, an employee of Del Monte Corporation #11, was crowned the Cannery Union Queen by Congressman John Moss on November 4, 1972, at Local 857's 32nd Annual Cannery Dance held at Cal-Expo.

John Moss, an Assemblyman at that time who was running for a Congressional seat for the first time in 1952, was invited to crown our Queen at Governor's Hall in the old Fair Grounds. The young lady at that time was Mary Salazar who also works at Del Monte #11. These two had quite at time reminiscing about that affair.

Proceeds from the dance as you know are used to sponsor baseball teams in the Mexican American League, Winter League and Little Leagues.

Pictured from left to right: George "Butter" Cole, retired, who originated the cannery dance in 1940; Flora Montiero, 2nd Princess from Del Monte #11; Melva Villa, 1st Princess from Sacramento Foods; Mike Elorduy, Secretary-Treasurer of California State Cannery Council; Beatrice Flanagan from Libby, McNeill & Libby; Queen Sally Fong; Alex Luscutoff, Secretary-Treasurer; Rosa Lopez, 3rd Princess from Hunt-Wesson Foods; Mary Salazar, Queen of 1952 dance; Congressman John Moss and Julian Elorduy, Jr., Chairman of the dance.



SACRAMENTO—A picture of three young ladies with happy smiles, receiving their pension checks and purses compliments of Local 857 whose names are left to right: Eva Fong of Del Monte No. 11 with 37 years seniority, Minnie Katen of Sacramento Foods. In her younger days when there was piece work for canning pears, she was one of the fastest canners in the Sacramento Valley. She had 40 years of seniority. Dolores Menchoca also from Del Monte No. 11 cannery with 24 years of seniority. This totals to 101 years. Said Local 857 Secretary Alex Luscutoff, (presenting the checks) "I felt so great giving these three their first pension checks."

TEAMSTER NIGHT WITH THE WARRIORS

Buy One Ticket --- Get One FREE!

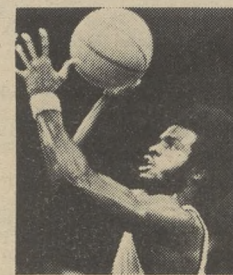
Golden State Warriors

versus

Portland Trailblazers

Tuesday Nite, January 4th

Oakland Coliseum, 8:00 p.m.



SIDNEY WICKS



RICK BARRY

Use The Handy Order Form Below — Mail It TODAY!

Golden State Warriors
556 Golden Gate Avenue
San Francisco, Calif. 94102

WARRIORS vs. PORTLAND
JANUARY 4, 1973

Send me my Teamsters 2 for 1 Tickets Today

(Indicate number of pairs of tickets wanted: 1 pair, 2 pairs, etc.)

_____ pairs of tickets at \$6.00 pair

Add 25¢ for mailing and handling

Local Number _____

Total check or money order \$ _____

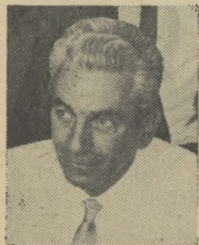
NAME _____ PHONE _____

ADDRESS _____ CITY _____ ZIP _____

Note: All Orders Must Be Postmarked No Later Than December 28

THE PACHYDERM WINS

Now that the smoke and dust have settled somewhat after our dual exhibitions in Miami where the Donkey kicked and the Elephant swung his trunk. Some usual things happened. One of which is



Morris Less

the Democratic Party calling for a reorganization since they lost the "Big One." There is no doubt that some restructuring is in order because of the decisive choice of the People indicates the Democratic Party was way off base in their choice of a top spot Candidate and no alibis accepted. Not when the vote is 49 States to 1. In the races for the less glamorous offices the Democrats maintained their majorities in the House of Congress. So the Soothsayers must conclude the Elephant whopped the Donkey real good for the Top Spot with the Donkey getting in some good kicks at that.

ONE OF the unusual happenings was President Nixon's calls for resignation of Cabinet Officials. This caused shock waves and end results are still to be evaluated.

Appointing a Labor Man to be Secretary of Labor startled and pleased Organized Labor. This appointment, the second time since the Department of Labor became a Cabinet Post, went to a Labor

Page 6 Northern Calif. Teamster

Morr or Less

By Morris Less

Leader. To those in Organized Labor, think about this. Both Labor appointments have been made by Republican Presidents, President Eisenhower appointed Martin Durkin an Official of the Plumbers Union. Now President Nixon, and who doubts he is a Republican, appointed Peter Brennan a Painters Union Official who moved up to Leadership in the New York Building Trades. Mr. Brennan due to his experience must have extensive knowledge of the Labor Movement. With this background we hope that Peter Brennan can lead this Cabinet Post with the dignity that Labor deserves. Labor is again reminded that no Democratic President has ever put a Labor Man in this Office. A Labor background should be mandatory for this Cabinet Post.

DUE TO the actions of General President Frank Fitzsimmons and the Teamsters International Executive Board in the Election Campaigns Teamsters can feel proud of their choice.

Still The '70's

In the late 70's top Teamster Leadership warned affiliates in various Conferences and Work Shops that the 1970's would be a time of trial for Organized Labor. Statements and reports in our publications relayed the message.

TAKING A LOOK at this year 1972 in its last month these predictions become more valid than were. Labor's prime assets lies in its bargaining power. We find that bargaining power becoming strangled by many factors. At this time a great stumbling block is the Commissions authorized to accept or reject contracts under the cause of inflation preventatives. Here is the case of the Employer and Employee Representatives coming to full agreement on wages and fringe benefits only to have these Commission or Councils reject the whole package due to anti-inflation ideas. Some of this concluded agreements are reached in peaceful settlement others after prolonged and costly work stoppages for all concerned. On the other side of the fence so called Price Control are painfully humorous since there aren't any. Organized Labor would welcome control over prices provided such control were the case then less emphasis would be in order on increased wage rates.

Available Jobs

LABOR IS OFTEN depicted as a tight body that closes doors to those who would make careers for themselves in some trade or craft. This is not the case in any manner or sense. There is a definite limitation on Labor in this respect. It is

a real fraud to have apprentice programs or training schools where work is not available. Where is the sense in schooling someone to be able to qualify for a job where jobs are not available? Yet the pressure continues upon Labor to conduct and participate in such functions. Refusal to do so brings on charges from Racial Discrimination to Closed Door Policies at Labor's door. These charges are not new but most certainly are stronger then ever before these 1970's. Full employment is more desired by Labor then anyone else since Labor's job to supply qualified work applicants to any Employer is their first requisite.

SEEMS TO US that the most difficult thing to do is tell the job seeker that there are few jobs if any available to those who really need work this initially starts with Members.

So much for 1972 where the way for Organized Labor has been difficult. The coming year may be different though there is doubt as to improvement. Errors such as fighting with each other in Labor must come to an end. Besides our usual and ordinary business of survival a greater interest in civic affairs mainly politics are most certainly in order for Organized Labor.

Along with every thing else that makes things tough on Labor it is not the first time that trails have faced us and probably not the last. Still Labor survives and continues to make gains because the Members have the strength.

Teamster Locals, Meetings

NORTHERN CALIFORNIA TEAMSTER NEWSPAPER
Al Addy, Editor, 25 Taylor St., Room 720, San Francisco 94102;
Phone 885-4969 (415)

LOCAL 9—Ed Barlow, Secretary
64 Pine St., San Francisco 94111; Ph. 982-3176.

LOCAL 12—George P. Pedrin, Secretary
47 Lansing St., San Francisco 94105; Ph. 982-2722. Hiring Hall Ph. 397-9363. Ofc. hrs., 8 to 5, Mon.-Fri. Membership meets 2nd Wednesday.

LOCAL 70—Chuck Mack, Secretary
70 Hegenberger Rd., Oakland 94621; Ph. 569-9317 (415). Ofc. hrs., 7 to 4, Mon.-Fri.; Membership meets 4th Thurs.

LOCAL 78—William York, Secretary
8055 Collins Dr., Oakland, 94621; Ph. 638-4911 (415). Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 4th Monday.

LOCAL 85—Andy Leonard,
Bus. Mgr. & Rec. Secretary
Payment of dues, etc., 459 Fulton St. S.F. 94102; Ph. 861-2912. For hiring call 861-6636. Health and Welfare 861-2916, Pension and Sick Benefits 626-0240. Ofc. hrs., 8 to 4:30, Mon.-Fri.; San Mateo, 760 S. Bayshore Blvd., San Mateo 94402; Ph. 347-1052 (415). Ofc. hrs., 8 to 4:30, Mon.-Fri.; Membership meets 3rd Thurs.

LOCAL 94—Everett C. Huff, Secretary
2622 E. Main St., Visalia 93277. Ph. 732-4717 (209); Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets 2nd Sun. at 10 a.m.

LOCAL 96—Lee Agee, Secretary
20964 San Miguel Ave., Castro Valley 94546. Oak. Ofc., Elton Bovey, VP-BR., 8055 Collins Drive, Oakland 94621. Ph., 635-3555 (415). Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 2nd Wed. Ex. Bd. meets 4th Wed.

LOCAL 109—Alan S. Batchelder, Secretary
988 Market St., Rm. 405, San Francisco, 94103. Ph. FR 5-1894; Ofc. hrs., 8:30 to 5, Mon.-Fri.; Membership meets 2nd Tues.

LOCAL 150—John O. Fitzsimonds, Secretary
2525 Stockton Blvd., Sacramento 95817. Ph. Ofc. 456-3812. Dispatcher 456-8409; Health & Welfare 456-4785; Ofc. hrs., 9 to 4 Mon.-Fri. Closed 12 Noon to 1 p.m.; Membership meets 1st Wed. March, June, Sept. & Dec.

LOCAL 165—Vern Shorey, Secretary
2001 21st St., Sacramento 95818; Ph. 452-7631 (916).

LOCAL 209—Geo. R. Wilson, Secretary
1361 Park St., Alameda 94501. Phone 523-9050; Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 3rd Tues.

LOCAL 216—Morris Less, Secretary
745 Airport Blvd., So. San Francisco 94080. Ph. Nos. 761-3577, 871-7525, 871-7526. Ofc. hrs., 7 to 5, Mon.-Fri.; Membership meets 2nd Wed.

LOCAL 226—Frank McGovern, Secretary
337 Valencia St., Rm. 2, San Francisco 94103. Ph. 861-1127. Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 1st Wed. in March, June, Sept. and Dec.

LOCAL 228—Arthur N. Rose, Secretary
4924 Freepoint Blvd., Sacramento 95822; Ph. 451-0594 (916). Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets 1st Wed.

LOCAL 241—James E. Kincaid
43 Lansing St., S.F. 94105. Ph. 982-7575 (415). Ofc. hrs., 8:30-4:30, Mon.-Fri.; Membership meets 4th Tues.

LOCAL 256—Al Velez, Secretary
2367 Market St., San Francisco 94114; Ph. HE 1-3744; Ofc. hrs., 10 to 4 p.m., Mon.-Fri.; Membership meets 4th Thursday.

LOCAL 265—James Strachen, Secretary
1269 Howard St., San Francisco 94103. Ph. 626-1356; Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 2nd and 4th Thursday.

LOCAL 278—Mervyn Donovan, Secretary
4752 Mission St., Rm. 101, San Francisco, 94112; Ph. 334-9770; Ofc. hrs., 7:15 to 5, Mon.-Fri.; Membership meets 3rd Tues., Chauffeur's Hall, 1269 Howard St.

LOCAL 280—Joseph Ciraulo, Secretary
131 Terminal Ct., So. San Francisco, 94080; Ph. 588-7445; Ofc. hrs., 9:45 a.m. to 1:30 p.m., Mon.-Fri.; Membership meets 2nd Tues., 1 p.m.

LOCAL 287—Albert Winters, Secretary
1452 N. 4th St., San Jose 95112. Ph. 292-6816 (408); Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets 2nd Tues.

LOCAL 291—Tom Nunes, Secretary
14144 Doolittle Dr., San Leandro 94577; Ph. 351-3213.

LOCAL 296—Hank de Diego, Secretary
255 Race St., San Jose 95126; Ph. 295-0514 (408); Ofc. hrs., 8:30 to 5, Mon.-Fri.; Membership meets 4th Thurs., 8 p.m.

LOCAL 302—Peter Joseph, Secretary
77 Jack London Square, Oakland, 94607; Ph. 832-7171; Ofc. hrs., 8:30 to 5, Mon.-Fri.; Membership meets 3rd Fri.

LOCAL 304—Leon V. Dunn, Secretary
616 Coleman Ave., San Jose 95110. Ph. 294-6722.

LOCAL 315—Loren D. Thompson, Secretary
2227 Alhambra Ave., Suite 1, Martinez 94553. Ph. 228-2246 (415); Ofc. hrs., 7 to 5, Mon.-Fri.; Richmond, 1421 Wright Ave. 94804. Ph. 232-5184 (415); Ofc. hrs., 7 to 4, Mon.-Fri.; Membership meets 2nd Wed.; Executive Bd. meets 2nd & 4th Wed.

LOCAL 350—Fernando Bussi, Secretary
1139 Mission St., San Francisco 94103; Ph. 621-8518; Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 2nd Thurs. in Mar., June, Sept. & Dec.

LOCAL 386—N. F. Miller, Secretary
13th & M Sts., or P.O. Box 3291, Modesto 95353. Ph. 526-2755 (209).

LOCAL 432—B. W. (Mike) Mitchell, Secretary
2315 Valdez St., Oakland 94612; Ph. 444-2940 (415). Ofc. hrs., 9 to 4:30, Mon.-Fri.; Membership meets 2nd and 4th Tues.

LOCAL 439—A. J. Hardy, Secretary
1531 E. Fremont St., Stockton 5; Ph. 468-0061 (209).

LOCAL 468—M. H. Manny Joseph, Secretary
40 Hegenberger Place, Oakland 94621; Ph. 562-8713; Ofc. hrs., 8:30 to 4:30 p.m., Mon.-Fri.

LOCAL 484—W. A. Gernns, Secretary
4271 Mission St., S.F. 94112; Ph. 333-2680; Ofc. hrs., 8:30 to 5 p.m., Mon.-Fri.; Membership meets 2nd & 4th Thurs. Quarterly meetings 2nd Tues. of Mar., June, Sept. & Dec.

LOCAL 490—Jerry C. Beatty, Secretary
445 Nebraska St., Vallejo 94590; Ph. 643-0387 (707). Ofc. hrs., 7:30 to 5, Mon.-Fri.; Membership meets 2nd Tues., Vallejo, 3rd Tues., Napa.

LOCAL 533—Hugo Wagner, Secretary
1550 Glendale Road, Sparks, Nevada 89431; Ph. 358-1814 (702).

LOCAL 576—R. D. Gundersen, Secretary
275 N. 4th St., San Jose 95112; Ph. 295-2230 (408); Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 3rd Wed.

LOCAL 588—Fred Paredes
8055 Collins Dr., Oakland 94621; Ph. 632-0422 (415); Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 3rd Thurs.

LOCAL 601—George V. Moffatt, Secretary
745 E. Miner Ave., Stockton 95202; Ph. 466-4391 (209).

LOCAL 616—Alexander Karle, Secretary
2135 Fresno St., Rm. 237, Fresno 93721; Ph. 264-5936 (209); Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets 3rd Fri., Knights of Columbus Hall, Floradora Ave., at 1st St. & Fresno St.

LOCAL 624—Glen Clark, Secretary
864 Grant Ave., or P.O. Box 765, Novato 94947; Ph. 897-5138 (415); Ofc. hrs., 7:30 a.m. to 5 p.m. Regular membership meets 3rd Tues. of month, 1 p.m. and 8 p.m.

LOCAL 655—Joseph H. Dillon, Secretary
1749 Broadway, Redwood City, 94063. Ph. EMerson 8-2844.

LOCAL 665—John Erjavec, Secretary
480 Valencia Street, San Francisco 94103; Ph. 861-5586; Ofc. hrs., 8:30 to 5:00, Mon.-Fri. Open until 7 p.m. last Friday of month. 122 So. Blvd., San Mateo, Ph. 341-6533. Membership meets 4th Monday, 480 Valencia.

LOCAL 678—Merse De Vera, Secretary
708 West 4th St., Antioch; Ph. 757-1166; Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets 2nd Tues.

LOCAL 679—Joseph La Barbera
124 Race St., San Jose 95126; Ph. 295-1445; Ofc. hrs., 8:30 to 5, Mon.-Fri.; Membership meets 1st Thurs.

LOCAL 668—Virginia C. Russell, Secretary
1107 George St., Napa 94947; Ph. 226-5764; Membership meets 2nd Thurs. every month, 8 p.m., Labor Temple, 1606 Main St., Napa.

LOCAL 684—Eugene Silva, Secretary
2806 Broadway St., Eureka 95501; Ph. 443-1667 (707); Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets 2nd Tues., Eureka; 4th Sun. at Crescent.

LOCAL 746—Oliver R. Jackson, Secretary
2165-15th St., Kingsburg 93631; Ph. 897-2359 (209); Membership meets 1st Mon.

LOCAL 750—Freddy Sanchez, Secretary
266-17th St., Oakland 94612; Ph. 444-5740; Ofc. hrs., 8 to 4, Mon.-Fri.; Membership meets 1st Fri.

LOCAL 768—Dave Castro, Secretary
492 C St., Hayward; Ph. 886-4084 (415); Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 1st Tues.

LOCAL 849—Roy L. Ross, Secretary
3557 Oroville Dam Blvd., Oroville 95965 or P.O. Box 1706, Ph. 533-2595 (916).

LOCAL 853—Al Costa, Secretary
8055 Collins Dr., Oakland, 94121; Ph. 562-9975; Ofc. hrs., 7:30 to 5, Mon.-Fri.; Membership meets 2nd Thurs.

LOCAL 856—Rudy Tham, Secretary
459 Fulton St., San Francisco 94102; Ph. 863-7607; Ofc. hrs., 8:30 to 4:30, Mon.-Fri.; Membership meets last Tues.

LOCAL 857—Alex Luscutoff, Secretary
1930 G St., Sacramento 95814; Ph. 443-6593 (916); Ofc. hrs., 8:15 to 4:45, Mon.-Fri.; Membership meets 1st Fri.

LOCAL 860—Mark J. O'Reilly, Secretary
1139 Mission St., San Francisco 94103; Ph. 431-9737 (415); Ofc. hrs., 9-5, Mon.-Thurs., Fri., 9 to 6. Membership meets 2nd Wed.

LOCAL 888—Bob Biggins, Secretary
459 Fulton St., San Francisco 94102; Ph. 621-2395; Ofc. hrs., 6 to 3 p.m., Mon.-Fri.; Membership meets 3rd Tues.

LOCAL 890—Raymond Burditt, Secretary
207 Sanborn Rd., Salinas 93901; Ph. 424-5743 (408); Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets 2nd Thurs.

LOCAL 893—Walter J. Gillies, Secretary
459 Fulton St., San Francisco 94102, Ph. 861-0770. Membership meets 3rd Thurs. every month.

LOCAL 896—George T. Homer, Secretary
337 Valencia St., Rm. 29, San Francisco 94103; Ph. 621-7844; Ofc. hrs., 8 to 4, Mon.-Fri.

LOCAL 912—Richard King, Secretary
163 West Lake Ave., or P.O. Box 1048, Watsonville 95076; Ph. 724-0683 (408); Ofc. hrs., 8 to 5, Mon.-Fri.; Membership meets: General Heavy Duty, 3rd Wed.; Freezer Food and Cannery Processing, 4th Thurs., Santa Cruz, 117 Elm St.

LOCAL 921—Al Vergez, Secretary
35 Lansing St., S.F. 94105. Ph. 397-0302 (415). Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 2nd Wed., 2 p.m.; 4th Wed., 8:30 p.m.

LOCAL 923—Richard A. Sequeira, Secretary
722 East 14th St., Oakland 94606. Ph. 893-6336; Ofc. hrs., 9 to 5, Mon.-Fri.; Membership meets 3rd Wed., 7 p.m.

LOCAL 960—Barney Apfel, Secretary
43 Lansing St., S.F. 94105. Ph. 397-2337. Ofc. hrs., 8 to 5, Mon.-Fri.; Membership: Automobile Salesmen meet 3rd Tues. School Administrators by call of Steering Committee. State Correctional Officers by call of Chief Stewards at the institutions. City Employees by call of the Union.

LOCAL 980—Norrin C. Shannon, Secretary
1371 Neotomas Ave., P.O. Box 1983, Santa Rosa 95405; Ph. 542-1292 (707); Membership meets 3rd Thurs.



Kenneth W. Carlson

Season's Greetings

May I take this opportunity to wish each and every Northern California Teamster and their families the best of this Holiday Season.

Sincerely,

Kenneth W. Carlson, Administrator

Health and Welfare

By Robert Scheibach

Minimum Hospital and Surgical Benefits

Each Health and Welfare booklet outlines the benefits that are provided for the Teamster member and his dependents, and the maximum payments that can be made under each type of coverage. In the case of hospital benefits, room and board are payable for either thirty-one days or for seventy days. This is the maximum period for which hospital charges, other than the room and board



charges, are payable during any one period of disability. In the case of surgical charges, all plans have a maximum amount payable for all operations performed during any one period of disability.

Frequently the Teamster feels that once the maximum has been paid on a specific claim, no further benefits can be paid. This may not be correct and we will endeavor to outline below the basis on which a Teamster member or dependent may collect more than one maximum for hospitalization of surgery.

Under each of the insurance policies a definition is given with respect to "one period of disability." In the case of the Teamster member, one period of disability would

be from the time the Teamster member ceases active employment until he again returns to active employment. On the basis of his definition, if the Teamster member stops work because of a broken leg and while he is away from work, he contracts a kidney infection, both of these conditions, even though due to different causes, would be considered as one period of disability since the Teamster would not have returned to active employment. Therefore, during one period of disability, the Teamster member can only receive the maximum amounts outlined in his insurance booklet for hospital room and board, hospital services and surgery.

If the Teamster member suffers a heart attack and receives the maximum benefits under the plan for hospital room and board and services he can collect new benefits for a later hospitalization if he has returned to work. As an example, a Teamster has a heart attack on April 1 and does not return to work until September 1, if the man has used his maximum benefits for hospitalization during this period, he can receive new hospital benefits for continued treatment of the heart condition or for any other condition provided he returns to work and requalifies for the insurance again by completing the necessary eligibility requirements.

In the case of a dependent, a different definition of a period of disability is used. For a dependent, one

period of disability is defined as all periods of disability arising from the same cause or causes, including complications, except that if the dependent recovers for a period of six months and also resumes normal activities, expenses incurred later for the same condition will be paid as for a new disability.

This simply means that in the case of a dependent, any conditions due to the same cause, including complications, would be considered as one period of disability and only one maximum would be payable for hospitalization or surgery. If the doctor states that the dependent has recovered and is free from treatment for a period of six months, any further hospitalization or surgery, even though it is due to the same condition would be covered with a new maximum for hospitalization or for surgery. An example would be that in the case of a dependent wife who uses her full hospital benefits as a result of a kidney infection. If the doctor states that she has fully recovered from the kidney infection and is free from treatment for a period of six months, she would have her full hospital benefits reinstated in the event of a new or further treatment due to the kidney infection.

In the case of the dependent, periods of hospitalization or surgery due to completely different causes would each be eligible for a new maximum.

Western Conference Pension Plan

By Mike Tomasello

Over 60,000 Teamsters or their families have benefitted, or are benefitting at present, from the Western Conference of Teamsters Negotiated Pension Plan which first began making payments in 1957.

During the past 15 years the Trust Fund has done much to ease the financial burden to Teamsters in their retirement years, those who have suffered physical disabilities, and the survivors of those who have been killed or have died of natural causes.

The Pension Plan now covers in excess of 415,000 Teamsters employed in a variety of work jurisdictions throughout the West. More than 19,000 employers are making regular contributions, based on hours worked and at rates agreed to in collective bargaining, into the Trust Fund.

Up until the end of the third quarter of this year the Trust Fund had issued benefits to 60,250 Teamsters and surviving spouses. Of the beneficiaries 48,171 have qualified for retirement benefits, 4,185 for survivor benefits, and 8,202 have taken lump sum benefits.

Out of the 60,250 total, the largest segment 23,488 of them were located in the Northern California

Area. The Pacific Northwest ranked second in total beneficiaries, having 17,572 persons who have shared in or still are receiving benefits. Following closely is the Southwest region, which embraces Southern California, Arizona and New Mexico, with 17,022 and lastly the Rocky Mountain Region with 2,168 recipients.

A total of 52,437 Teamsters still are receiving pensions or other benefits each month from the Fund. During this year's third quarter

43,461 Teamsters received pensions, 5,049 received disability payments, and 3,927 received survivor benefits.

During the third quarter of this year, there were 1,668 new retirements, 284 disability retirements, 204 survivor benefits, and 278 death and terminations, for a total of 2,434 new benefits. Of these 944 originated in Northern California, 812 in the Pacific Northwest and Rocky Mountain Area and 678 in the Southwest region.

State Wage Boards

The Industrial Welfare Commission with California State Cannery Council Secretary Mike Elorduy as a member, completed appointments to 15 wage boards at a meeting in San Francisco.

Teamster appointees on the boards include Local 768 Secretary Dave Castro, Local 890 Secretary Ray Burditt, Ralph Cottner of Modesto, Bart Curdo of Santa Maria and Local 980 Secretary Norvin Shannon of Santa Rosa.

The boards are being organized to recommend revisions in the State minimum wage and standards for working women and minors. The Commission's orders regulating minimum wages, maximum hours, and standards for working conditions were last revised effective February 1, 1968.

An increase in the State minimum wage and extending coverage of

the minimum to men for the first time are important measures to be considered by the boards. A new law passed by the 1972 Legislature (AB 256) in August extends to men the IWC's authority to set minimum wages for California workers. The authority becomes effective 60 days after adjournment of the Legislature.

IWC Wage Orders are administered by the Division of Industrial Welfare, State Department of Industrial Relations.

Chairman of the Industrial Welfare Commission is Theodore J. Todd of Corona, and the Commissioner are: Edward M. Curran of Canoga Park, Stanton D. Elliott of Eureka, Mike R. Elorduy of Sacramento, and Joyce Valdez of Alhambra.

Health, Welfare Report

JOINT COUNCIL 7
HEALTH AND WELFARE CLAIMS PAID
OCTOBER 1972

Local Union		Claims Paid	Drafts Issued
San Francisco	12	\$ 22,831.91	399
Oakland	70	360,134.40	4005
Oakland	78	19,736.02	298
San Francisco	85	149,056.18	1096
Oakland	96	19,139.04	154
San Francisco	109	32,101.59	414
Oakland	209	13,540.63	268
San Francisco	216	54,182.12	746
San Francisco	226	32,487.65	276
San Francisco	241	491.80	4
San Francisco	256	13,883.01	143
San Francisco	265	55,087.27	674
San Francisco	278	48,308.40	507
San Francisco	280	16,403.81	293
San Jose	287	122,276.14	1801
Oakland	291	53,391.81	913
San Jose	296	59,990.16	902
Oakland	302	5,000.00	6
San Jose	304	15,372.85	122
Martinez	315	199,348.72	2677
San Francisco	350	12,617.27	135
Oakland	432	41,558.14	597
Oakland	468	45,143.72	653
San Francisco	484	69,279.61	783
Vallejo	490	43,432.41	762
San Jose	576	7,579.10	116
Oakland	588	52,041.34	958
Novato	624	59,833.56	1061
Redwood City	655	77,246.73	962
San Francisco	665	65,320.57	738
Oakland	853	101,730.47	1410
San Francisco	856	123,532.42	1736
San Francisco	860	85,372.08	1012
San Francisco	888	58,987.08	577
Salinas	890	84,459.30	1326
San Francisco	893	33,804.64	360
San Francisco	896	49,358.74	487
Watsonville	912	58,055.81	784
San Francisco	921	31,456.39	448
Oakland	923	972.12	8
San Francisco	960	9,757.85	113
Santa Rosa	980	62,739.72	1036
Totals		\$2,467,042.58	31,762

JOINT COUNCIL 38
HEALTH AND WELFARE CLAIMS PAID
OCTOBER 1972

Local Union		Claims Paid	Drafts Issued
Bakersfield	87	\$ 36,201.96	599
Visalia	94	31,292.60	502
Marysville	137	86,888.94	1372
Sacramento	150	222,826.39	3766
Sacramento	165	19,201.92	212
Sacramento	228	22.50	1
Sacramento	234	.00	1
Modesto	386	97,444.10	1839
Fresno	431	112,211.47	1899
Stockton	439	142,357.14	2217
Fresno	517	75,556.62	1187
Reno	533	45,815.95	508
Stockton	601	61,161.02	687
Fresno	616	13,468.18	154
Napa	668	1,323.69	8
Antioch	678	14,139.58	139
San Jose	679	114,552.96	1081
Eureka	684	30,979.38	596
Modesto	698	564.26	10
Kingsburg	746	4,046.29	44
Modesto	748	93,872.82	1267
Oakland	750	48,790.60	479
Hayward	768	74,493.44	707
Oroville	849	16,122.44	162
Sacramento	857	51,988.63	523
Totals		\$1,395,322.89	19,956

From Sacramento

California Teamsters' Legislative Report

By Vern Cannon
Legislative Representative

In its eleventh month of operations, the 1972 session of the California Legislature raced toward the wire of a December 1 deadline with the probability of clock-stopping necessity in order to technically end the session thirty days before a Veto Session could start. Major legislation which had been shelved during the ninety day recess was dusted off and made the move toward the finish line. The vital corrections to the Environmental



Vern Cannon

Protection Act needed in order to prevent the halting of many construction projects were slow in coming. Job losses in the thousands were predicted as lending institutions withheld hundreds of millions of dollars awaiting clarification of the Environmental Protection Act's application to private projects. Environmentalists pressed for more and more controls over development expressing little care for jobs lost. While a compromise solution was imminent with three bills competing for the "honors," time was running out. Other major legislation, long in planning saw its last opportunity for enactment at this session.

NO FAULT AUTO INSURANCE DEFEATED

The ten-times amended Assembly Bill 125 Assemblyman Jack Fenton (D) Montebello and Senator Alfred Song (D) Monterey Park was killed in the Senate Finance Committee after a hearing where "No Fault" auto insurance was loudly argued by proponents and opponents. The bill's defeat seemingly sealed the subject for the session, leaving the next Legislature to provide remedies for the automobile accident victims who now so often are not at all reimbursed for their expenses due to no resolve of who is to blame or court calendars that delay reimbursement unreasonably.

OCCUPATIONAL HEALTH AND SAFETY STATE PLAN

AB 1400 by Assemblyman Jack Fenton (D) Montebello was defeated in the Senate Finance Committee where it was opposed by a host of employer interests unwilling to codify Federal Occupational Health and Safety Act into California law. Assemblyman Fenton who has served as Chairman of the Select Committee on Industrial Safety has been a true champion of Californias' working men, defending workers from future on-the-job injuries through proper procedures and offering a plan that would incorporate the Federal requirements in the interest of safety. Steven Roseman, Teamsters Workmen's Compensation Attorney, offered amendments strengthening this bill in its final form. In another effort to prevent industrial accidents, Assemblyman Fenton has introduced AB 2388 to allow District Attorneys to prosecute employers for involuntary manslaughter when an employees' death is caused through the gross negligence of an employer in failing to provide a safe place of employment.

NLRB ORDERS RAMONA FOODS REHIRE, RESTORE MEMBERS

The long fight to establish economic and social justice for employees of Ramona's Foods came closer to victory last week when the National Labor Relations Board found the firm guilty of violating federal labor laws.

In a decision that ran 60 pages, Board trial examiner Leo Lightner found Ramona management guilty of:

- Refusal to bargain;
- Threatening employees with economic retaliation including revelation of alien status and deportation;
- Coercively interrogating employees;
- Failure to reinstate employees who struck over unfair labor practices.

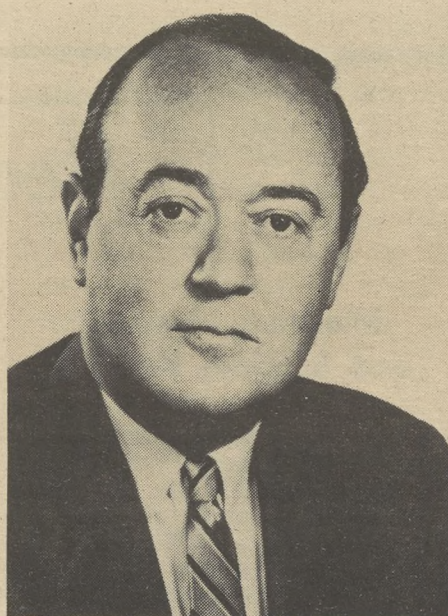
The Mexican food firm was ordered to cease the unfair conduct and bargain with Teamsters Local No. 630. Lightners' decision also called for the reinstatement of three employees and making whole the 132 employees who struck including back pay at 6 percent interest.

LETTERS TO GOVERNOR URGING SIGNING OF AB 1710

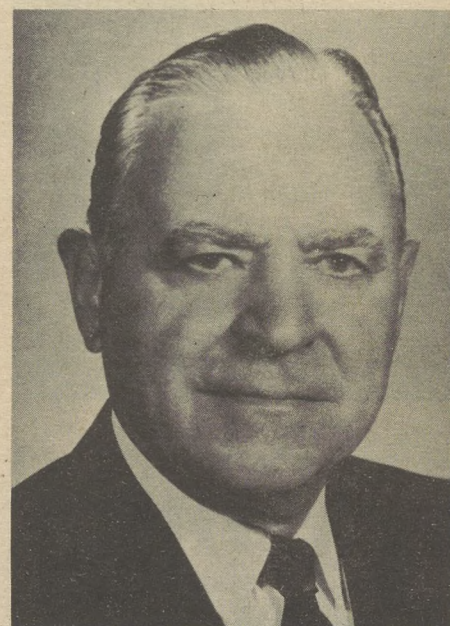
The Legislature has approved AB 1710 by Assemblyman Willie Brown (D) San Francisco. The bill will treat men and women equally and give the Industrial Welfare Commission jurisdiction over minimum wage, hours and working conditions. This bill is needed to help protect women in California industry who now are about to be denied all protective legislation because of the adoption of the Equal Rights Amendment. Only by including men under the Industrial Welfare Commission can any protective legislation be offered and new minimums be established.

Time is of the essence. I urge your local union to write or wire immediately to Governor Ronald Reagan urging his signature on AB 1710.

Letters should be addressed to: The Honorable Ronald Reagan
Governor, State of California
State Capitol
Sacramento, California 95814



Senator Milton Marks (R)
San Francisco



Assemblyman Frank Belotti
(Eureka)

MARKS VICTORY

Senator Milton Marks (R), San Francisco, enjoyed an outstanding success at the polls in his bid for re-election to the 9th Senatorial District in November. Senator Marks had to overcome an overwhelming lead piled up by his opponent in the Primary, a turn around in favor of Marks seldom if ever equalled in California politics. The San Francisco Republican enjoys the confidence of voters in the district and labor carried the message to them in a solid block. San Francisco kept another good man in office and the entire State will be better off. During the 1972 session he authored SB 1157, improving the lot of California's injured workmen.

FRANK BELOTTI

We were all saddened by the passing of Assemblyman Frank Belotti (R), Eureka, on November 30. Mr. Belotti was a loved and trusted friend of the Teamsters from his election in 1950 when he represented the 1st Assembly District, which included Humboldt, Mendocino, Del Norte and Lake Counties until 1966, and after the 1966 reapportionment, he represented the 2nd District, which includes Humboldt County south of the Mad River, all of Mendocino County, and the northern portion of Sonoma County, including the City of Santa Rosa. He was reelected every two years for 22 years, running unopposed in 1952, 1954 and 1962. Abla representing the diversified economic interest of his district, he was the sponsor of far-ranging legislative programs concerned with better highways, education, flood control and water conservation, district and county fairs, the logging and lumbering industry, fish and game, beaches and parks, and agriculture, particularly the dairy industry.

To Mrs. Belotti and family, our deepest sympathy. California lost a fine lawmaker, the people lost a dignified and considerate friend. Frank never missed a chance to do something good for his California. Truly "A man to match our mountains."

IN MEMORIAM

BODILSEN, JOHN, Local 888, San Francisco, Nov. 27.

MEDINA, FRED, Local 888, Nov. 7.

PIESNSKI, BERNARD, Local 624, Novato, Oct. 25.

SHANKLAND, MAUDE, Local 624, Nov. 7.

KENNEDY, EUGENE P., Local 665, San Francisco, Oct. 28.

NSTOBOL, WILLIAM, Local 226, San Francisco, Nov. 11.

MARESH, JOSEPH, Local 226, Nov. 18.

BOLIN, GALEN, Local 853, Oakland, Nov. 27.

BOLYARD, MARGARET, Local 853, Nov. 1.

LOPEZ, BERNARD, Local 853, Nov. 19.

MOSES, LEROY, Local 853, Nov. 19.

PAVLINA, MARCO, Local 853, Oct. 19.

WEIDEM, FRED, Local 853, Nov. 19.

ESTET, HAROLD, Local 265, San Francisco, Nov. 21.

MACK, MARTIN, Local 265, Nov. 21.

STINETTI, W. A. Local 265, Nov. 18.

MODENA, J. J., Local 265, Nov. 21.

PETERS, FRANK J., Local 265, Nov. 23.

TASEANO, J. L., Local 265, Nov. 25.

RUBENAKER, WILLIAM, Local 588, Oakland, Nov. 8.

BURKE, GEORGE, Local 588, Nov. 11.

DEPLORES, JAMES, Local 896, San Francisco, Nov. 16.

RUSSELL, WILLIAM D., Local 860, San Francisco, Nov. 20.

BAXTER, BEN C., Local 216, So. San Francisco, Nov. 26.

KNEIER, FRED, Local 432, Oakland, Oct. 19.

HARRIS, JOHN, Local 432, Oct. 18.

PITA, MARIA, Local 750, Oakland, Oct. 31.

PELLEGRINELLI, ANNIE, Local 750, Oct. 30.

ROBERTSON, ANNA, Local 750, Nov. 2.

BROWN, DOROTHY, Local 750, Nov. 17.

FOLEY, ELEANOR, Local 750, Nov. 8.

WILLIS, MICHEL, Local 768, Hayward, Oct. 18.

KARNS, FERN, Local 856, San Francisco, Nov. 14.

CHAMLIS, GLADYS, Local 856, Oct. 27.

WATANABE, KIM, Local 70, Oakland, Nov.

DE SOTO, TED, Local 70, Nov.

KISER, JACK, Local 70, Nov. ??

MONZZO, RICHARD, Local 70, Nov.

MILLER, BEN, Local 70, Nov.

HART, ROBERT, Local 70, Nov.

BRACHAIS, RENE, Local 85, San Francisco, Nov. 6.

CUSTER, ARNOLD, Local 85, Nov. 2.

ESTELITA, E. J. Local 85, Nov. 11.

HAYNES, ROBERT, Local 85, Nov. 1.

MORENO, JOHN, Local 85, Nov. 13.

PARKHILL, RAYMOND, Local 85, Nov. 24.

SCHUUR, JOHN, Local 85, Nov.

TONNISEN, MARTIN, Local 85, Nov.

ZIELINSKI, HENRY, Local 85, Nov. 3.